



Whistleblowing Policy

Safeguarding children and adults at risk requires everyone at our Club to be committed to the highest possible standards of openness, integrity and accountability. We are committed to encouraging and maintaining a culture where people feel able to raise safeguarding concerns and are confident that it will be taken seriously and dealt with appropriately.

Whistleblowing is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within the club.

Raising a Concern

Any concerns about a child or allegations about an adult who works with children should be raised with the club's Welfare Officer or, in situations where children are thought to be in immediate danger or risk of harm, the police by contacting 999.

The club Welfare Officer, Emma White, can be contacted on 07881 294784.

If the allegation is about the club Welfare Officer, the Chair of the Tennis Committee should be informed. James Carter can be contacted on 07713 139181.

If the whistle blower wishes to remain anonymous they can submit their concerns via the safeguarding contact form on the club's website.

If the whistle blower does not want to raise the issue with a club official then they should contact the LTA Safeguarding Team directly on 020 8487 7000, the Local Authority Designated Officer (LADO) or the NSPCC on 0808 800 5000.

Information to include when raising a concern

The whistle blower should provide as much information as possible, including:

- their name and contact details (unless they wish to remain anonymous);
- names of individuals involved;
- date, time and location of incident/circumstance; and
- whether any witnesses were present.

Response to Concerns

If the concern is that a member of staff or volunteer has or may have:

- Possibly committed a criminal offence against or related to a child;
- Behaved in a way that has harmed a child or may have harmed a child; or
- Behaved towards a child or children in a way that indicates that he / she might pose a risk of harm to children

then the Welfare Officer will contact the LTA, the Local Authority Designated Officer and the police, if appropriate, to discuss how the allegation should be dealt with.

If the concern does not fall within any of these criteria or, after consideration with the LADO or other appropriate agencies, it is agreed that the matter should be dealt with by internal processes the club will consult the LTA to determine the most appropriate action.

If the concern is that the club has not followed appropriate safeguarding procedures or has not contacted the relevant agencies where concerns about a child persist, the Welfare Officer should be approached to seek assurances that appropriate action will be taken.

If in either case the member still has concerns that a child or children are at risk or that appropriate procedures have not been followed the member should contact the LTA and LADO.

Confidentiality & Support

All concerns will be treated in strictest confidence by all concerned. The club will protect the identity of whistle blowers as much as possible. However particularly in the context of safeguarding concerns it may be that an investigation process may reveal the source of the information, even if the identity of the whistleblower is kept anonymous.

All staff/volunteers involved in any related investigations must maintain confidentiality during and after the conclusion.

The club will take steps to minimise any difficulties and provide appropriate support and advice to staff/volunteers passing on concerns. Depending on the nature of the concerns and the subsequent type of investigation the whistleblower will be updated appropriately.

All involved will attempt to ensure that any allegation is dealt with fairly, quickly, proportionately and consistently in a way that provides effective protection for the child and at the same time supports the person who is subject to the allegation and the person bringing the concern to the attention of the club.